

## Program

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**54 minutes**    **Australian Solicitors' Conduct Rules – Here's what you need to know**

Recent changes to the *Australian Solicitors' Conduct Rules 2012 ('ASCR')* were implemented and came into force on 27 September 2024. They are known as the *Australian Solicitors' Conduct Rules 2023*. So what are these changes and what impact do they have? This session will answer these questions and provide an opportunity to:

- Obtain an overview of the recent changes to the ASCR
- Understand how these recent changes will impact legal practitioners in Queensland

Presenter: **Grace van Baarle**, Director, QLS Ethics and Practice Centre, Queensland Law Society

Chair: **James Kavanagh**, Professional Development Solicitor, Queensland Law Society



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**58 minutes**    **Costs from inception – challenges, office procedures and file maintenance**

Refresh your understanding of client agreements, costs disclosures and file maintenance to support the recovery of costs. We will consider the important points in entering into fee agreements with clients and what you ought to consider when it comes to your billables and authorities regarding evidence to support recovery for work completed.

In this session you can expect:

- Practical updates, including the latest from the Legal Services Commission with respect to costs
- Important practice notes for onboarding new clients
- How to best risk manage fee issues, including tips on how to properly set up files for costs assessment

Presenter: **Paul Garrett**, Legal Costs Assessor; Member, Queensland Law Society Litigation Rules Committee

Chair: **Megan Mahon**, Commissioner, Legal Services Commission, Queensland



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**53 minutes**    **Navigating workplace disputes**

Operating in legal workplaces can be challenging at the best of times. In adversarial systems we are often working in environments that are driven by meaningful conflict with others. In this session we take a look at what happens when a dispute occurs within your workplace.

This session will offer tips and insights into how to safely navigate disputes from a workplace solicitor's perspective. Our presenter will consider practical scenarios that are common in firms across Queensland. You will consider best practice strategies and receive advice on how you can navigate these unfortunate situations.

You will be equipped with an array of tools and strategies to navigate high conflict disputes in the workplace, with clients, and on behalf of clients.

Presenter: **Lilian Zhou**, Senior Associate, Moray & Agnew Lawyers

Chair: **Catherine Ellemor**, Chief People Officer, Queensland Law Society



## Presenters



### **Catherine Ellemor**

#### **Chief People Officer, Queensland Law Society**

Catherine joined Queensland Law Society as People and Culture Manager in 2021. Catherine has over 20 years' experience in human resources, having held management roles in national and international law firms, as well as roles in the education and government sectors.

Catherine's human resources expertise include performance management and coaching, reward and recognition, recruitment and selection and organisation development. As a human resources business partner she is passionate about providing stakeholders with human resources best practice advice and solutions to support the growth and success of their business.

Catherine is a member of the Australian Human Resources Institute.



### **Paul Garrett**

#### **Legal Costs Assessor; Member, Queensland Law Society Litigation Rules Committee**

Paul was admitted as a solicitor in February 1979 and has enjoyed a career spanning 45 years in the profession. Paul commenced his career as a litigator, until 1986 when he transitioned to legal costs. He has practised exclusively in the area of legal costs for more than 35 years.

He has prepared Bills of Costs, Costs Statements for parties on all ranges of matters. He has appeared in Taxation or Assessments in Queensland, and on Taxations in the Federal Court of Australia and the High Court of Australia.

He regularly prepares reports and material for all courts across Australia. He has been an Assessor for the Complaints Tribunal.

He regularly engages with the Queensland Law Society and its commitment to Continuing Professional Development. He has delivered papers in relation to costs for the University of Queensland.



### **James Kavanagh**

#### **Professional Development Solicitor, Queensland Law Society**

James is a solicitor and qualified social worker who comes to the QLS with professional experience in family law, migration law and supporting children and families within the Queensland child protection space. Through his passion for education and his understanding of the challenges faced by the legal profession James seeks to empower legal practitioners with the skills and knowledge they require for success in practice.



## Megan Mahon

### Commissioner, Legal Services Commission, Queensland

Megan Mahon was appointed the Legal Services Commissioner for Queensland in October 2019.

Megan has a Bachelor of Laws with Honours and was admitted as a solicitor of the Supreme Court of Queensland in 1996 after completing the five-year articulated clerk scheme. Megan is a Past President of the Queensland Law Society and a former Executive Director of the Law Council of Australia.

Having had a distinguished career in private practice for more than 20 years, Megan's contribution to the profession has often been recognised. She was awarded the QLS 2017 President's Medal, the WLAQ 2009 Woman Lawyer of the Year and appointed as a Fellow of the Australian Academy of Law.



## Grace van Baarle

### Director, QLS Ethics and Practice Centre, Queensland Law Society

Grace is the Director of the QLS Ethics and Practice Centre, which provides legal ethics and practice support guidance and education to the legal profession.

Grace was admitted as a solicitor in 1989 and was in private practice specialising in commercial property in both Brisbane and the United Kingdom.

Grace joined QLS in 2007 as the Dispute Management Centre Manager and Policy Solicitor, and for four years as the Business Development Executive. She is an ethics solicitor and has managed the QLS Ethics and Practice Centre and its team since 2016.



## Lilian Zhou

### Senior Associate, Moray & Agnew Lawyers

Lilian is an experienced workplace lawyer, with both front-end workplace relations advice experience and back-end employment and industrial relations advocacy experience. She provides legal advice and assistance to her clients through the entire employment cycle from initial hiring, determining award coverage through to contract termination. Lilian has assisted clients in a diverse range of industry sectors, including health, insurance, education, not-for-profit, building and construction and manufacturing.